

20

UNIVERSITY OF MIAMI
**TOPPEL CAREER
CENTER**

20

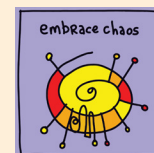
**2019-2020
A YEAR IN REVIEW**



A YEAR IN REVIEW

2019-2020

A MESSAGE FROM THE ASSOCIATE DEAN AND EXECUTIVE DIRECTOR



Yes, we are late in publishing our annual Year In Review, which as you can imagine, is mainly due to everything that 2020 has thrown our way. Each year, I select one of the values from our Toppel Values Wall to represent the year at hand, and I had no choice but to select Embrace Chaos! Fall 2019 feels like a decade ago and while things started off great (more on that below), none of us could have predicted that just a few months later, we would be in the midst of a global pandemic, forcing us to work from home, and rethink "business as usual." On top of this, almost half of our staff had

been on the team for less than a year. What sounds like a recipe for disaster, turned out to showcase what makes Toppel, Toppel. Despite the many challenges thrown our way since the pandemic, it has been one of the most rewarding points in my career to see our staff come together, not just to stay afloat but also to innovate and make bold moves in order to better serve our students, employers, and campus partners.

Another proud moment for my staff and me was coming together, with the help of our friends at Gapingvoid, to create and install the first-ever Diversity and Inclusion Values

Wall, which is prominently displayed among our vast collection at the Toppel Career Center. The wall, which you can see on this page, serves as a reminder of what we have committed to as a staff, and more importantly, to clearly show how each person who engages with us has a place in our center – both physically and virtually. As we all know, these messages are more important than ever in light of the racial injustice that continues to plague our country and globe.

We can't do what we do alone. To that end, a major focus for us over the last year has been on relationships and access. We launched Cane2Cane (our student-alumni mentorship platform) and put in place our campus-wide career impact model aimed at engaging with and galvanizing champions of the important work we do. The goal of these initiatives is to remove barriers and therefore, increase access. Whether it's access to our resources, to opportunities, to employers, or to mentors, we will not rest until we serve 100% of our students. A lofty goal perhaps, but a critical one, nonetheless.

I invite you to dig deeper into our busy and unprecedented year in the following pages. More importantly, I invite you to join us in embracing the chaos and our quest to reach each and every Cane.


Christian Garcia



#GOALDIGGIN

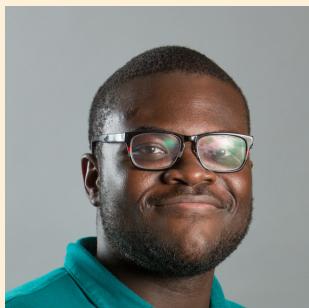
Our theme this year was #GoalDiggin. Goal diggin' means taking full advantage of opportunities to further yourself as a professional. Throughout the year, we asked students about the ways they were goal diggin' and highlighted their answers each week in our e-newsletter, the Toppel Insider. Here are some of those answers:



◀ Kangrui ▶

Senior
Business Analytics & Studio Art

Kangrui was #GoalDiggin through his internships at PwC as a Business Analyst and at Colonial Life Insurance Company as a Business Consultant/Account Executive Intern. He shared, "The experience was demanding. It taught me to adapt & learn quickly about clients and their strategies."



◀ Isaac ▶

Sophomore
Computer Science

Isaac explained: "I got my first internship because of Handshake. It's definitely a tool I've been using for my internship search. I also participated in the Professional Development Academy last semester, which gave me a lot of exposure to personal branding, workplace etiquette, and utilizing LinkedIn for good connections."



◀ Anne ▶

Sophomore
Public Health & International Studies

Anne was #GoalDiggin as a community outreach coordinator and HIV/STD counselor at the Adolescent Counseling and Testing Services Clinic (ACTS) at the University of Miami Health System. Through this position, she gained practical experience in a clinical environment.

▶ Ana ▶

Junior
Marketing

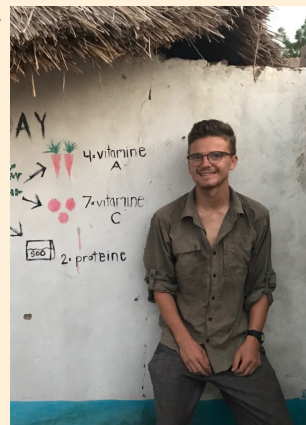
Ana was #GoalDiggin as a digital media summer intern at NBC Universal's Telemundo Enterprises, working directly with the digital operations team. Ana noted how a Toppel advisor helped her narrow down her career interests in the business field as well as guide her in networking with professionals.



▶ Adam ▶

Alum
Class of 2018

Adam was working with the Peace Corps in Senegal as an Agroforestry volunteer within the environmental sector. He shared, "My favorite part is getting to experience the culture of a nation so different than our own. I live in a small rural village of 500 people, and adjusting to their way of life has brought me great satisfaction, even though it can be difficult at times."



▶ Karina ▶

Senior
Public Health

Karina took advantage of opportunities, such as UShadow and PDAcademy. She was also #GoalDiggin at an internship as a Care Coordinator at Memorial Sloan Kettering Cancer Center.



2,472

Students Attended
Career Programs & Events
(Expos, Fairs, Workshops)



250

Students Participated in
Experiential Learning
(TIP, UShadow, PDAcademy)

1,143

Resumes Reviewed



826

Campus & Practice
Interviews

47,317

Handshake Log-ins



30,485

Applications Submitted
on Handshake

28,786

Cane2Cane Log-ins



1,791

Advising Sessions

307

Career Assessments
Completed



238

Professional
Clothing Rentals

* These data include enrolled undergraduate students only.

** Handshake is our online career management platform where students can find and apply to jobs/internships, among other things.

OUR CAREER IMPACT MODEL

NEW INITIATIVES

DIVERSITY & INCLUSION IN CAREER READINESS

During the 2019-20 academic year, Toppel facilitated four editions of the Professional Development Academy series, including STEM, Communication, Healthcare, and for the first time, an identity-based edition called Diversity and Inclusion. The Professional Development Academy Diversity and Inclusion edition was developed to address the needs of students from historically marginalized communities as they worked to navigate their career journey and become career ready. In addition to the usual learning goals of any PDAcademy, the Diversity and Inclusion edition had three main goals for enrolled students:

- 1) identify the key differences between employers' diversity recruitment practices and inclusive procedures that inform retention,
- 2) develop strategic storytelling skills based on their social identities, and
- 3) gain the confidence to advocate for their personal and professional needs.

A key aspect of the PDAcademy is to not only provide resources to students about professionalism but also connect students with industry partners to help strengthen their networking skills. Each edition of

the PDAcademy hosts a panel including industry experts. We were able to host panelists from Alight Solutions, Turner Construction, Keller Williams Capital, and several other industries. Moreover, Toppel worked to make sure our panelists were representative of various diverse backgrounds including people of color, people from the LGBTQ+ community, and first-generation college graduates. In addition to the various panels, Toppel brought in guest speakers to discuss financial management, ethical decision making, and networking.

The PDAcademy conducted its final educational session and exit interviews virtually due to COVID-19. Toppel staff were successful in swiftly moving virtually thanks to the work done during Summer 2019 to provide a hybrid (online and in-person) PDAcademy option. Students described the PDAcademy Diversity and Inclusion edition as "life-changing" in their program feedback, and all students agreed that the program helped increase their confidence in their career readiness. With such positive feedback, we've decided to continue the PDAcademy Diversity and Inclusion Edition during the Spring 2021 semester.

Higher education is facing a major challenge across the country, as many institutions and departments are experiencing lower student attendance rates to traditional workshops and events. The field of career services is also shifting by scaling services to reach more students in contemporary ways. Toppel's response has been to embrace these changes in order to continue meeting the needs of our unique students.

In Fall 2019, we initiated our new Career Impact Model, where we no longer offered traditional workshops and focused our time and energy on building relationships across campus. The Toppel staff was given a directive to spend more time meeting with partners across campus including faculty, staff, and student leaders. Our aim was that through these strengthened relationships, we would continue to spread awareness about the Toppel Career Center and potentially identify new ideas for collaboration.

One of our greatest accomplishments since the start of the Career Impact Model was our collaboration with UM Libraries, in which Toppel drop-in career advising was added as a service four days a week at the Learning Commons. This "after hours" service has allowed us to meet with additional students who may not be able to make it to Toppel during our typical hours of operation and has sparked ideas for additional satellite drop-in advising posts across campus.

The importance of our partnerships with faculty was made even more evident during Spring 2020 when students completed their semester virtually during the COVID-19 pandemic. We knew that students would be looking for strategies for how to continue their career goals during this time and that they would want this information customized to their major or industry. Accordingly, we hosted 15 live presentations in partnership with faculty across the University for our students. These partnerships will continue to be crucial in the upcoming year as we attempt to reach students in this new academic landscape.

CANE2CANE

CAREER MENTORING PLATFORM

In August of 2019, we successfully launched our Cane2Cane (C2C) Career & Mentorship Network, building an online community for UM students to connect with alumni to explore career paths, prepare for the workplace, and establish new connections. We were extremely excited to introduce a platform that would foster meaningful relationships between current UM students and alumni across the world, ultimately boosting students' career readiness and confidence.

During the 2019-20 academic year, we were dedicated to expanding the C2C network by engaging all members of our UM community. For instance, we integrated our existing UShadow program into C2C for students and their hosts to schedule their shadowing experiences and communicate directly through the platform. Committed to helping our students reach a broader audience for career advice and mentorship, we also invited University faculty and staff, as well as friends of the University to join C2C as mentors.

Between August and May, we had over 1,740 community members register, including 1,120 students, 539 alums, 45 faculty and staff, and 44 friends of the University from all over the world. In April, to continue broadening

the C2C community and boosting alumni engagement, we activated a feature that supports alumni-to-alumni interactions. Alumni now have access to their fellow Canes on the website, which allows them to mentor one another. We have received incredible support from the Development and Alumni Relations department in promoting this unique opportunity.

Throughout our first academic year of facilitating C2C, our users have interacted with each other in a myriad of ways. There have been over 2,400 messages exchanged between users. As we move forward, we hope to expand the Cane2Cane platform at a higher level by strengthening the quality of the user interactions and engaging more students, alumni, and professionals from diverse backgrounds to support the career needs of all users



Quotes from Alumni:

"C2C has contributed tremendously to my personal and professional goals in that I knew that I wanted to help other fellow Canes at the beginning of my career. The C2C allows me to fulfill my goals of helping others obtain their career goals and purpose outside of the Richmond, VA area."

Jelena Hill, UM Alum '09

"I'm a big believer in mentors because I have had a lot of mentors in my career. UM helped my trajectory, so that's why I wanted to give back."

Priyanka Surio, UM Alum '12

Quote from a Current Student:

"I really enjoyed being able to connect with an alum who has more experience than I do. Marian [my mentor] helped me to recognize that I could be flexible with my career and realize that there are many opportunities that will come up through time."

Emmanuel Soto, UM Senior, International Studies



CAMPUS PARTNERS



Toppel would not be able to serve our students without the support of amazing campus partners. Below are just some of our partners who we'd like to highlight for their dedication to students' career development. They are winners of Toppel Awards, and this is what their nominators had to say about them:

Dr. Tatiana Perrino

Associate Provost for Faculty Development



Dr. Tatiana Perrino has worked closely with the Toppel Career Center, not only advertising their events, but also partnering with Toppel to co-sponsor events for Graduate students. Such events include the "Articulating Your Strengths" and "Converting your CV to Resume" workshops.

Furthermore, this individual has created meaningful partnerships with UM Libraries, The Counseling Center, The Writing Center, The Center for Humanities, & The Office of Prestigious Awards & Fellowships to name a few. As a result there is much collaboration between units and centers across the University to offer united support to Graduate Students. This individual has transformed & positively impacted the lives of hundreds of students!

Dr. John Twichell

Lecturer, College of Arts & Sciences



Dr. John Twichell supports the college's efforts to provide enriching & meaningful internship experiences for Arts & Sciences students to extend their personal, intellectual, and professional preparations outside the classroom walls. His extraordinary commitment to his job and to the profession is seen on a daily basis.

This individual is presently serving as the inaugural director of the Arts & Sciences Program for Internship-Related Experiences also known as: ASPIRE. The mark of ASPIRE's success is a direct reflection of his demonstrated work & tireless dedication to the mission of helping student achieve their career aspirations.



Alexander Martin

Assistant Director, Student Athlete Development

Alexander Martin is dedicated to the professional development of students. He implemented a "Student-Athlete Leadership Development Program," including an Etiquette Dinner, 'Canes Career Panel, and Hurricane Leadership Academy. He is always encouraging student-athletes to think beyond sports & to pursue a degree that will truly fulfill their purpose after college.

He is more than his role in Athletics! He is able to wear multiple hats such as being a "Big Brother" & a mentor to many student-athletes. His hard work and determination is greatly appreciated and shown through his strong work ethic and relationships across campus & within Toppel. He has helped to increase the number of organizations that attend the "Athlete Career Fair" by 50% since he assumed his position.

Institute of Industrial & Systems Engineers

The Institute of Industrial & Systems Engineers has furthered the organization's purpose of providing professional development to its members and students at the College of Engineering. As the most active student organization in the College of Engineering, they host guest speakers, panel discussions, create career fair prep events, attend conferences, & offer certification courses.

They have hosted over 10 companies and speakers at the University of Miami including a panel from members of the IISE Professional Chapter. The organization created a mentorship program that pairs underclassmen with upperclassmen and created a "Career Fair Prep" event hosted with Toppel for not only students of this group but for all College of Engineering students.

They attend the regional student conference and the Annual International Conference of IISE where they compete each year in the Technical Paper Competition & the Video Contest. Finally, they host a Six Sigma Certification Course every year for students and alumni at the University of Miami offering students an additional certification to enhance their career preparedness.

All of these activities provide Industrial Engineering students a robust set of activities to enhance their professional development and prepare them for their careers.



Thank you to all of our partners! If you would like to partner with us, don't hesitate to reach out!

EMPLOYER ENGAGEMENT

101,487

Jobs/Internships Posted
on Handshake

113

Networking/Recruiting
Events Held

10,587

Organizations Posted
Jobs/Internships on Handshake

211

Organizations Attended
Career Expos



WHO ENGAGED WITH OUR STUDENTS THIS YEAR?



BANK OF AMERICA



rbi restaurant
brands
international

citi



enterprise



Google

L'ORÉAL

NEXtera
ENERGY



AND MANY
MORE!

THE 5th ANNUAL TOPPEL AWARDS

The Toppel Awards recognize outstanding students, faculty, staff, employers, and recruiters for their commitment to career education and personal career development. This year's awards ceremony took place on February 24, 2020 and was sponsored in part by Gapingvoid, our Hurricane Platinum Partner. This year, we were delighted to present 11 awards, including one new category: "Program of the Year." This award was presented to an individual, student organization, or faculty/administrator who successfully implemented a career-focused program that had a significant impact on the professional development and career readiness of University of Miami students.

As in past years, the Toppel Awards were a great opportunity for our guests, which included awards finalists, their nominators, and campus partners, to connect with each other. The ceremony emcees were Toppel's very own Christian Garcia, Associate Dean and Executive Director and Ali Rodriguez, Executive Director. Provost Duerk attended the awards ceremony for the first time and provided us with opening remarks. Also present to represent the Toppel family were Patricia Toppel and her son, Michael Toppel, who engaged with the winners and presented the awards. The awards were carefully curated art pieces from our new Diversity and Inclusion Wall, which was launched earlier this year as a testament to Toppel's belief in those values.

"Attending the 5th Annual Toppel Awards was one of the highlights of the year for me. It was great to witness first hand this wonderful event that brings the entire U family together. It's inspiring to hear the outstanding work our student, staff, faculty, and Community Partners are doing for the betterment of our students and the institution. I look forward to attending next year's event."

-Dr. Gisela P. Vega, Director, LGBTQ Student Center

The Toppel Career Center is grateful to everyone who helped make this a great event for the 5th consecutive year! Congratulations again to all of our nominees and winners; we appreciate your dedication to career development and want you to know that Toppel and UM would not be the same without you!

"It was fantastic to be at the Toppel Awards and see such great people and projects be honored. Truly inspirational."

-Josh Friedman, Senior Vice President for Development and Alumni Relations

"The Toppel Awards are a great way to recognize talented students, employer partners, faculty, and staff that continue to work collaboratively to strengthen the success of our students and the University. Congratulations to all recipients. It takes innovative and passionate people, like yourselves, to create exceptional things in our community. Your work is impressive and our students reap the benefits. Thank you."

-Jeffrey L. Duerk, Executive Vice President for Academic Affairs and Provost

2020 AWARD WINNERS

STUDENT OF THE YEAR

Graduate Student Recipient: Clara Troccoli

Undergraduate Student of the Year: John Joseph Zizzo

STUDENT GROUP OF THE YEAR

Institute of Industrial & Systems Engineers

PROGRAM OF THE YEAR

Gender Chill sponsored by GradOut

DISTINGUISHED FACULTY

Dr. Tatiana Perrino

DISTINGUISHED ADMINISTRATOR

Alexander Martin

Dr. John Twichell

RECRUITER OF THE YEAR

Chip Turrisi

EMPLOYER OF THE YEAR

Corporate Recipient: Fast Enterprises

Government/Non-Profit Recipient: CIA

PATRICIA TOPPEL AWARD

Administrator Recipient: Dr. Bill Green, Senior Vice Provost & Dean of Undergraduate Education

Employer Recipient: David Ong, Maximus



TOPPEL DAY OF SERVICE

This year's Toppel Day of Service was originally scheduled to take place at Feeding South Florida in April where Toppel staff, student volunteers, and employers would come together to sort and package food to be distributed to food-insecure populations.

Unfortunately, around this time, the COVID-19 virus started to spread in the United States. Varied recommendations from the CDC regarding reducing gatherings of more than 50 people were being implemented. As a result, we decided to cancel our original plans.

We then observed many people in South Florida and across the country begin to face unemployment. We still had a passion to give back to the community in some way during these challenging times and realized that many people could benefit from career readiness strategies. As a career center, we have the tools to help prepare people for an evolving career climate, so Toppel Day of Service was reimagined and relaunched as Career Conversations, Virtual Service Day.

Adapting quickly to virtual engagement opportunities, Toppel Staff members, student interns, and employers dedicated their time and career expertise on Saturday, April 18, 2020, to provide resume tips, interview strategies, and networking advice to community members across the United States via Zoom.



“Career Conversations provided me the experience I didn't realize I needed. As someone who has been in the professional arena over 5 years, the event really showed me how to stay relevant with hiring companies”.

Nora
Community Member

“Sometimes life can surprise you with a happy coincidence, as this event was brought to my attention at the last minute. It was very beneficial and the leaders on call were very experienced and driven to enable success.”

Eduardo
Community Member

“Thank you for including us in your Toppel Virtual Day of Service. The candidate you connected us with experienced a breakthrough on the call after we helped him focus on a career path commensurate with his strengths. It was great to see his progress in a short session. We enjoyed working with him.”

Kathleen Cymbaluk
President, TransformationCareers.com
Former Recruiter, Former FBI Special Agent

“It was a great session and every person helped is one more than before. You all should be proud for hosting that in these times and making the effort. Thanks for including me!”

Chris Hartnett
Senior Learning and Facilitation Specialist
University of Miami

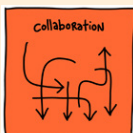
LEADING THE WAY

Each year, we lead the way in the field of career services by learning new things and engaging in events outside of the U.

EVENTS WE ATTENDED

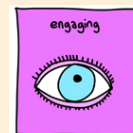
This year, staff members attended conferences and networking events across the globe (virtually and in person, pre-pandemic), including:

- AccessLex Regional Workshop in Atlanta
- SoACE Employer Relations Summit in Tampa
- MPACE Conference in California
- ACPA National Conference in Nashville
- Society for Personality & Social Psychology Conference in New Orleans
- Cooperative Education & Internship Association (CEIA) Conference (virtual)
- PeopleGrove Innovators Conference (virtual)
- Annual Career Competency Symposium (virtual)



AUDIENCES WE ENGAGED

- Devin presented at SoACE on "Creating Data-Driven Strategies to Enhance your Employer Engagement."
- Ismaris served as a panelist on the University of Miami Queer People of Color panel.
- Ali served as a UDialogue facilitator.

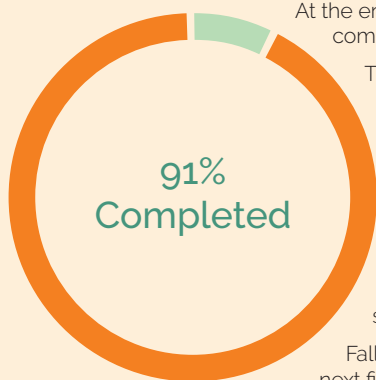


THINGS WE LEARNED

- Several staff learned about neurodiversity in the workplace at a NACE webinar.
- Keashla participated in the Career Leadership Collective's forum on Black Lives Matter & Career Services.
- Aurora & Ismaris participated in UDialogue.
- Logan completed his master's in Music Business and Entertainment Industries at the U.



STRATEGIC PLAN PROGRESS



At the end of the 2019-20 academic year, we're 4½ years into our 10-year, Toppel 2025 Strategic Plan and have completed 91% of the objectives in the plan so far.

This year, we created and delivered hybrid versions of our Professional Development Academy where part of the program took place online. This was prior to the start of the COVID-19 pandemic, but it served us well in making the transition to being fully online after the pandemic hit. We also piloted and launched our new **mentoring platform**, Cane2Cane, which you can read more about in the pages of this review.

Another accomplishment was the **implementation of Salesforce** for tracking employer engagement. This tool has been incredible for informing our strategy! Also, this year was the inaugural Data Analytics in Career Services (DACS) Meeting, which took place at Toppel in January 2020. We convened this small group of data professionals at the leading edge in the field of career services to discuss future trends and important topics related to data. It was a fun, nerdy time!

Fall 2020 marks the end of Phase 1 of our Plan. We're excited to add new objectives to the plan over the next five years as part of Phase 2. Stay tuned!

NEW TOPPEL STAFF AND PROMOTIONS

LOGAN CASWELL

ASSISTANT DIRECTOR, BUSINESS INDUSTRY



Logan is a recent graduate of the University of Miami with a master's degree in Music Business and Entertainment Industries from the Frost School of Music. After working as a graduate assistant for the Career Education team, Logan was promoted this past January to his current role as Assistant Director of Business Industry with the Employee Engagement Team. Logan's background is in corporate finance and advertising, and he has worked with many high-profile clients at Arnold Worldwide. Logan has a perfect blend of experiences to inspire the newest generation of working professionals in the business world.

Some words from Logan about his role:

I am so lucky to be at Toppel at this stage in my career because am fresh enough out of school to truly empathize with students in the struggles they are going through, but have gained enough years of experience in the job market to know how to guide students effectively. I have dipped my toes in a variety of industries and have a broad range of experience, so I am excited to share with students that nothing is linear and that it is okay to explore different career fields to figure out what gives them purpose.

KEASHLA MARENGO

ASSOCIATE DIRECTOR, CAREER READINESS

Prior to joining Toppel in March, Keashla spent her first 5+ years of professional experience in higher education at the Academy of Art University in San Francisco and Florida Gulf Coast University in Fort Myers. Through her role as a student assistant at her college's career center, she discovered her passion for career development. She earned her M.Ed. in Counseling and Student Affairs from Bloomsburg University of Pennsylvania. As a career advisor, Keashla enjoys guiding students in the process of discovering, identifying, and promoting their brands to potential employers and their networks. Through her personal story

and life experiences, she hopes to empower students from first-generation, low income, and Latinx backgrounds to be the leaders of their own stories.

Some words from Keashla about her role:

"As part of my role, I oversee several programs, including the Professional Development Academy (PDA), Cane2Cane (C2C) Career & Mentorship Network, and SkillSurvey platform. I love knowing I can impact the life and career trajectories of students by ensuring they have access to meaningful experiences and resources. This is what drives me."



JENNIFER PEREZ

ASSISTANT DIRECTOR, CAMPUS TALENT

Jennifer Perez joined the staff at the beginning of Fall 2019 after working as an International Visitor Advisor at The University of Texas Health Science Center at Houston. Originally from Miami, Jennifer graduated with a Bachelor of Arts in Interdisciplinary Studies from Florida International University in Summer 2015. Jennifer's career in higher education began when she obtained a role as student assistant at the Office of International Affairs at FIU by utilizing the skills she learned and the connections she made from visiting its Career Center. As the Assistant Director of Campus Talent on Toppel's Employer Engagement Team, she enjoys coordinating on campus

recruiting events, such as workshops and interviews, that connect University of Miami students with employers.

Some words from Jennifer about her role:

I love that I am able to create connections between students and employers. It has been truly rewarding seeing students #goaldiggin as they make connections, learning about different industries, and gaining invaluable lifelong career success skills from attending employer engagement events.



SASHA ESPINOLA

ASSISTANT DIRECTOR, CAREER EVENTS



Sasha joined the Toppel team in Spring 2020 after working at the Parks and Recreation Department for the City of Doral where she was promoted to a full-time role after completing an internship. It was there where she found a passion for community engagement and bringing people together. Born and raised in Miami, she graduated from Florida International University with a Bachelor's degree in Communication Arts/Organizational Communication Studies. Now, Sasha oversees all Career Expos, Career Fairs and Industry Meet-Ups.

Some words from Sasha about her role:

"I find it extremely fulfilling to see UM students come to Toppel to prepare themselves for taking those first steps into the workforce. Even more so when they use the advice of all the dedicated Toppel team members towards interacting with employers at events. Seeing the transition of the future generation from dedicated students to exemplary professionals is truly the most rewarding aspect of this position and makes every challenge our team faces worth it."

JORDAN CRAFT

COORDINATOR, INTERNSHIPS



Jordan joined the Toppel Staff at the end of 2019 after completing his Bachelor's of Business Administration here at the University of Miami. After spending his undergrad years working as a Student Intern with the Toppel Career Center, Jordan was excited to join the team in a full-time role. Originally from New York, Jordan found his way to the University of Miami and fell in love with the city. Jordan hopes to use his studies of Marketing and Management to help students make the most out of their internship experiences. He also strives to show students the value of networking through these

internships and throughout life because a strong network can lead you anywhere.

Some words from Jordan about his role:

"As someone who was just recently juggling the life of an undergraduate student, I can relate to the students that come through our doors. Being able to help them find the job or internship that fulfills their goals is a rewarding process. I hope to help every student find a job that is as good of a fit for them as Toppel has been for me."

RACHEL AMEZCUA BAHADUE

ASSISTANT DIRECTOR, EMPLOYER CONNECTIONS

Rachel joined the Toppel staff in January 2020 after moving back to Miami from Washington, D.C., where she worked as a Clinical Therapist at a psychiatric hospital. Rachel holds a Master's degree in Counseling Psychology and has always enjoyed working with the young adult population, especially in Higher Education. In her current role as Assistant Director of Employer Connections, Rachel is part of the Employer Engagement team, which connects 'Canes with organizations, companies and employers at a local and national scale. Rachel also oversees the UShadow program, a job shadowing program for UM students, and advises

undergraduate psychology students on their career development.

Some words from Rachel about her role:

"I am ecstatic to be back in Higher Education, especially back home in Miami. Through my experience in mental health I have been able to see first-hand the effects that career unhappiness can have on individuals. I love being able to contribute to students' career success and provide them with the resources necessary to achieve a lifetime of career fulfillment."

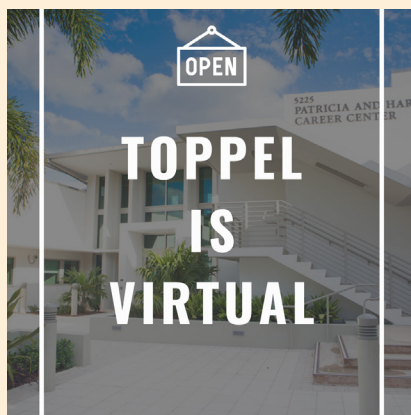


**Special shout-out to Carly Smith, who was promoted to Director of Career Education, and Ismaris Ocasio, whose role is now Assistant Director of Exploration & Life Design.*

A YEAR IN PREVIEW

2020-2021

Transitioning to virtual services in Spring 2020 proved to be a safe and successful way for Toppel to operate while continuing to uphold our mission to help students explore, prepare, and connect. Next year, we will continue to operate in this way in light of the ongoing pandemic and the huge shifts in the landscape of recruiting as a result.



Students can more easily connect with us and employers from the comfort of their own desks! Handshake has created a virtual career fairs feature on their platform that we're excited to implement for our first-ever virtual Career Expo. Drop-in advising will continue to be available on Zoom so that students can get the help they need when they need it.



Our theme for next year is #BreakThru. We'll use this theme to encourage students move past any uncertainty, fear, apathy, or information overload surrounding their career. We're excited to see what they discover on the other side of real and perceived barriers.

TOPPEL CAREER CENTER



TOPPEL CAREER CENTER

5225 Ponce de Leon Blvd., Coral Gables, FL 33146
HireACane.com | toppel@miami.edu | 305-284-5451

